

NEWARK ANNUAL REPORT

NOVEMBER 2, 2016

Newark Public Schools | www.nps.k12.nj.us



AGENDA

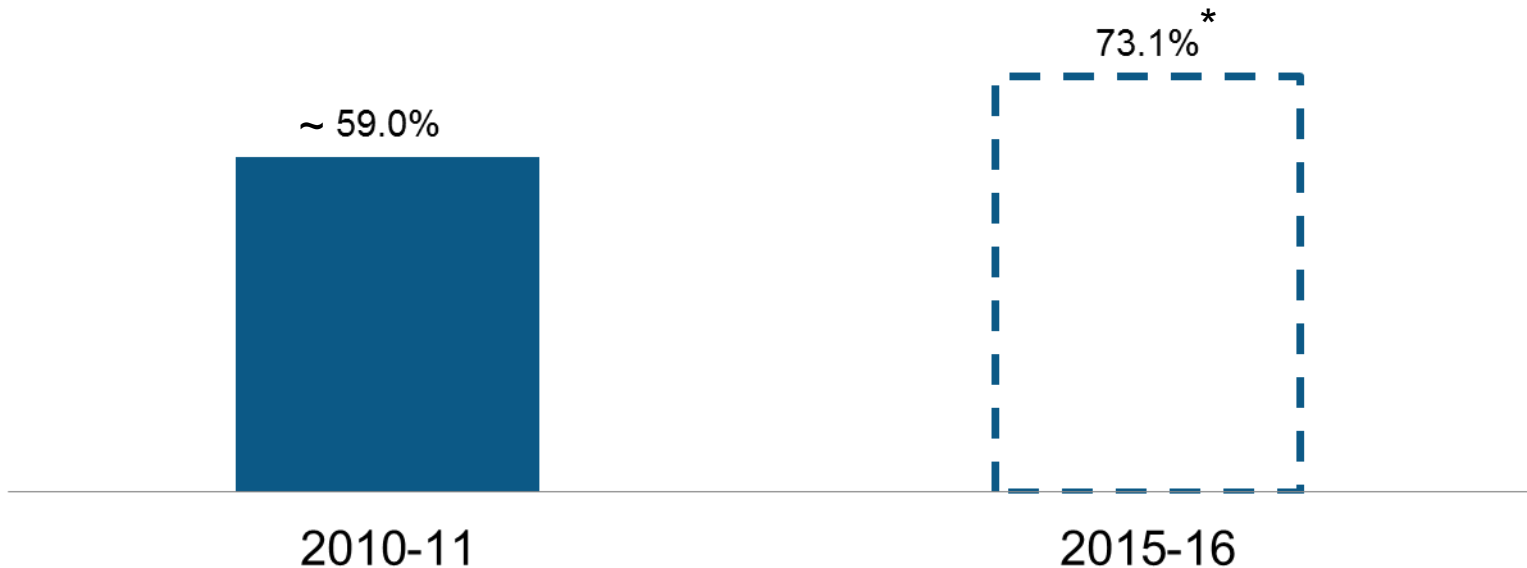
1. Are Newark students making progress?
2. What is driving these results?
3. What are the potential risks we face?

ARE NEWARK STUDENTS MAKING PROGRESS?

GRADUATION RATES

- More Newark Public Schools students are graduating from high school than any time in recent history.

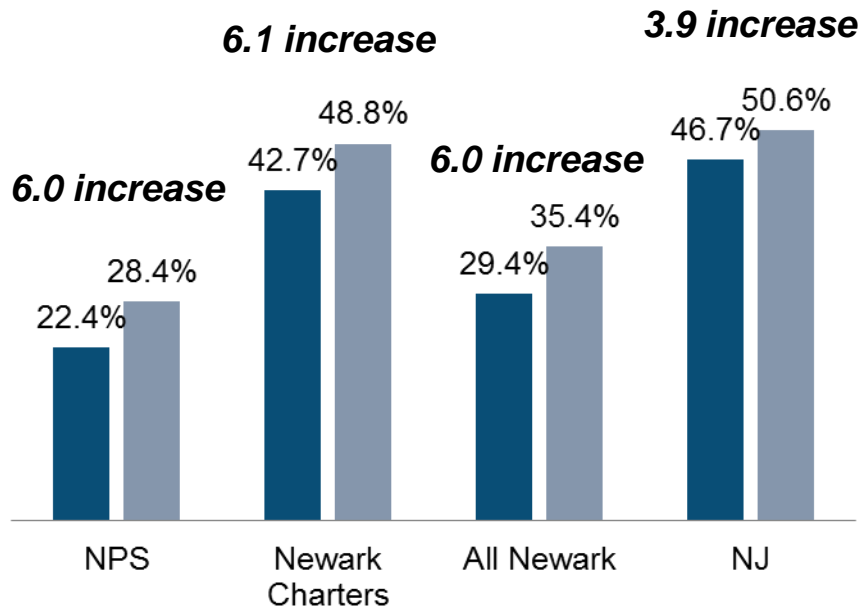
Graduation Rates



STUDENT LEARNING

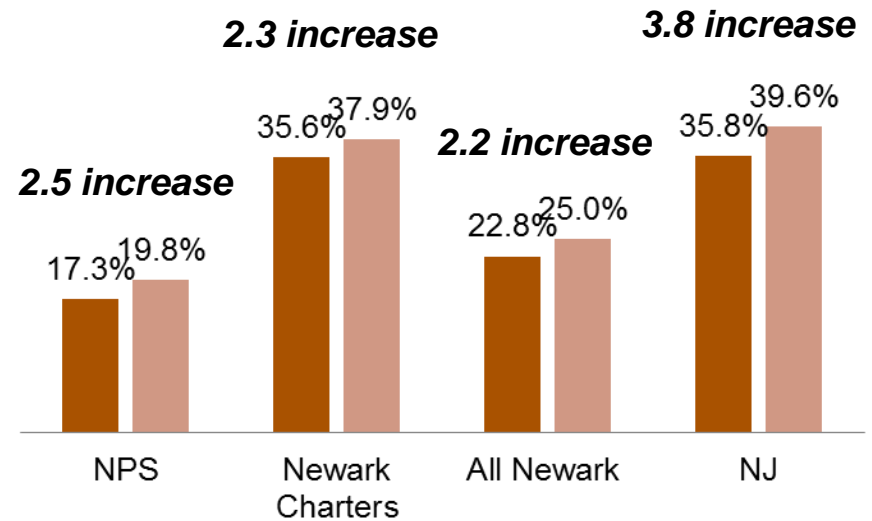
% Meeting or Exceeding Expectations (**PARCC ELA**)

■ 14-15 ■ 15-16



% Meeting or Exceeding Expectations (**PARCC Math**)

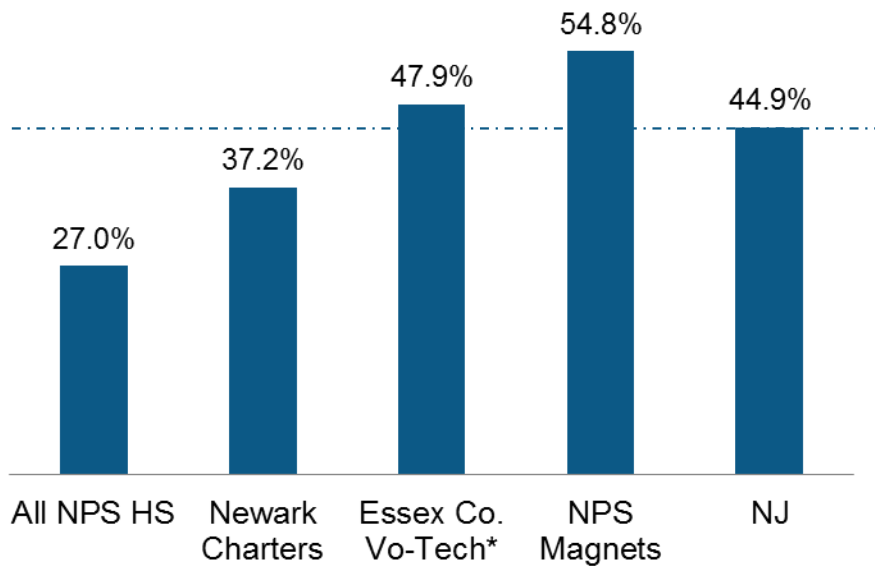
■ 14-15 ■ 15-16



HIGH SCHOOL PARCC SCORES

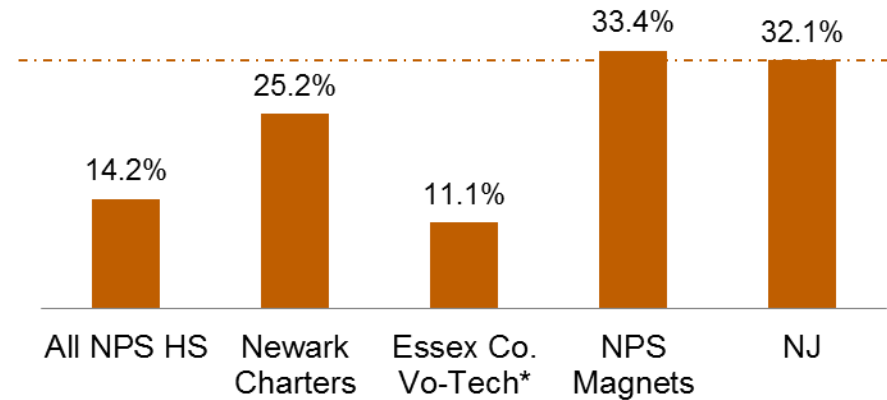
% Meeting or Exceeding Expectations (*ELA*)

■ 15-16



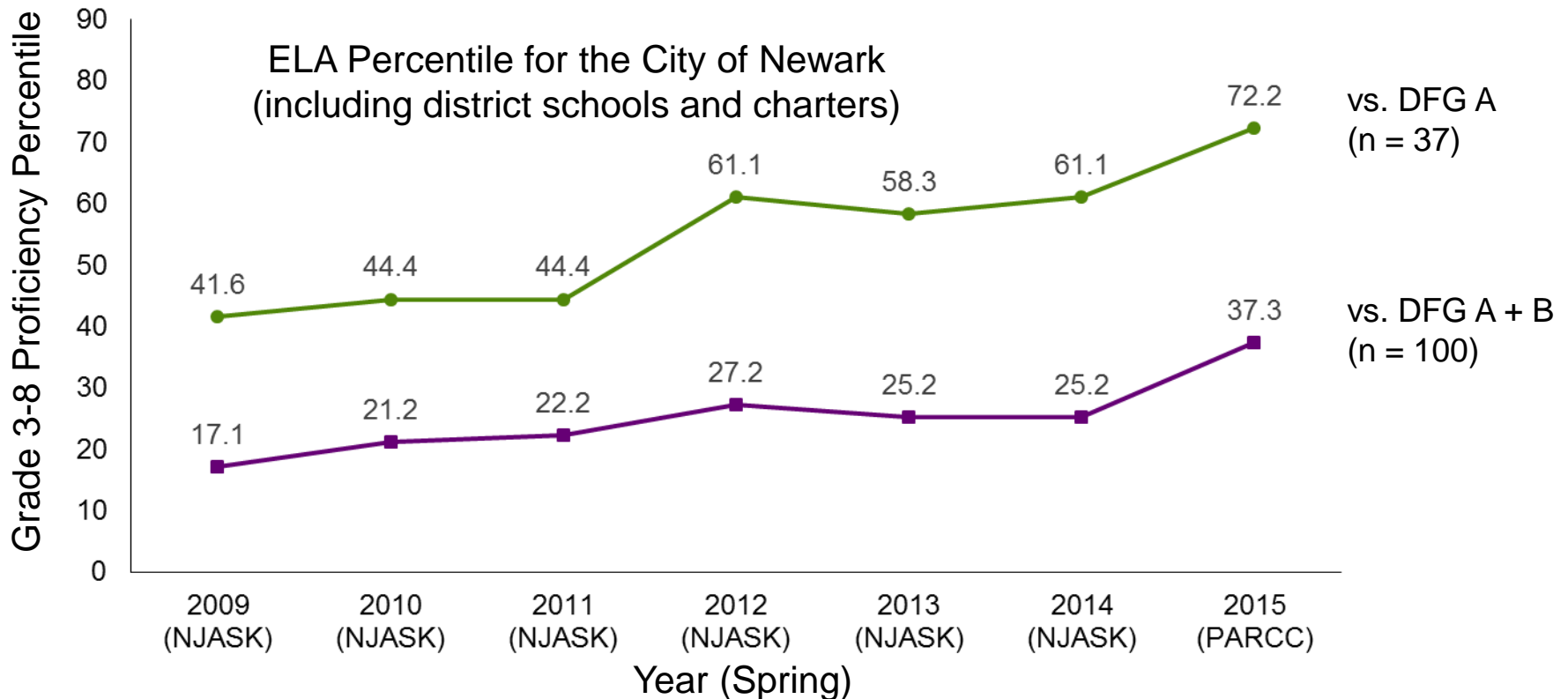
% Meeting or Exceeding Expectations (*Math*)

■ 15-16



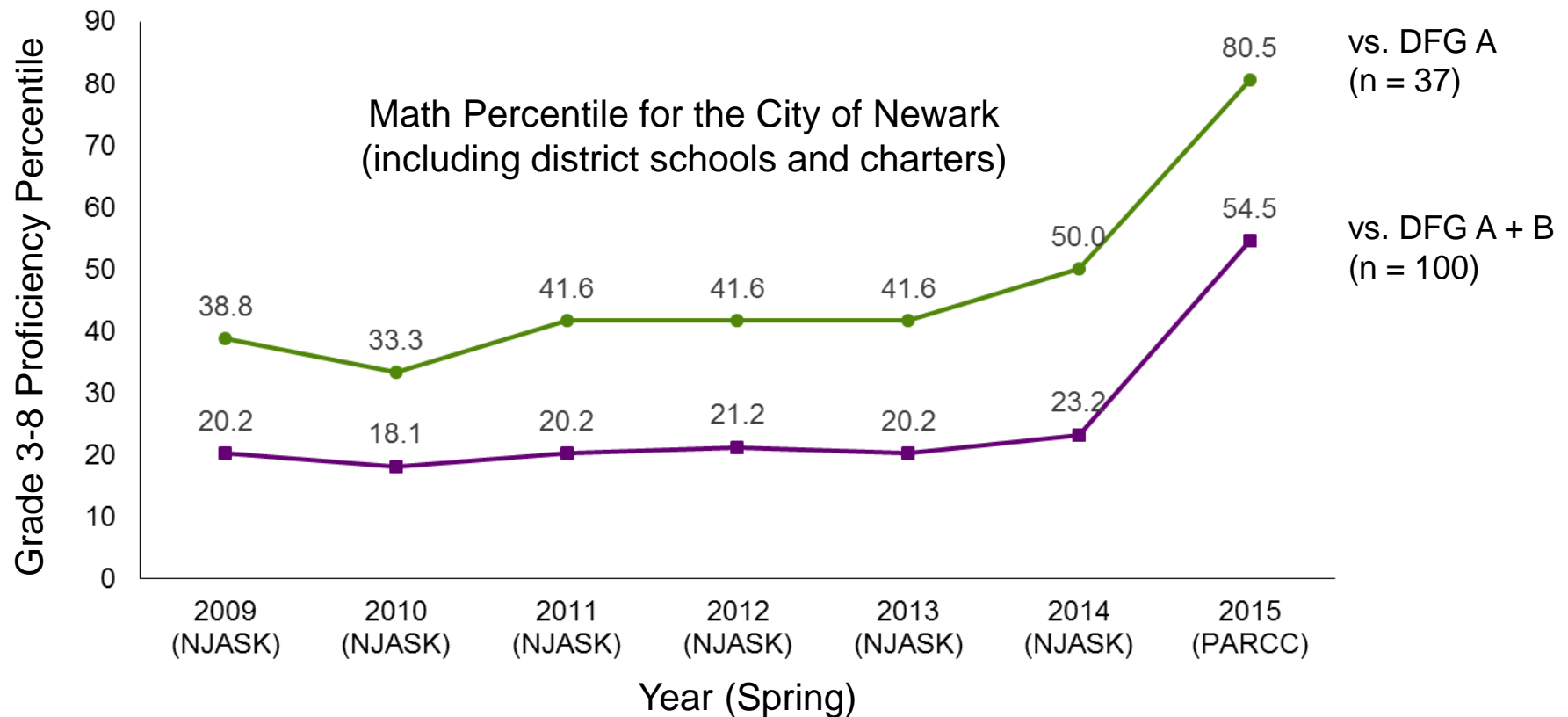
COMPARING RESULTS (ELA)

- Newark students have a higher PARCC proficiency rate than 72% of District Factor Group (DFG) A districts in English



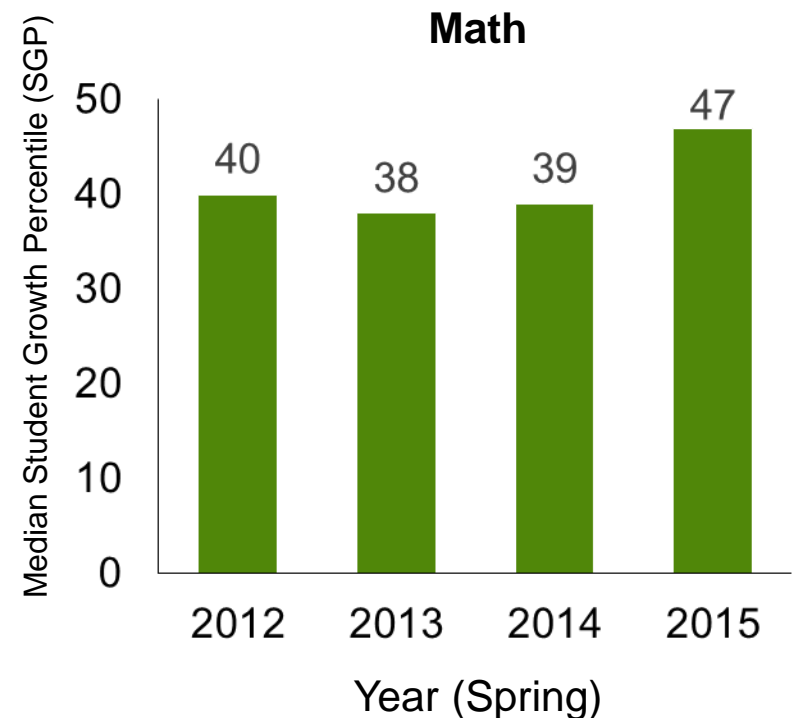
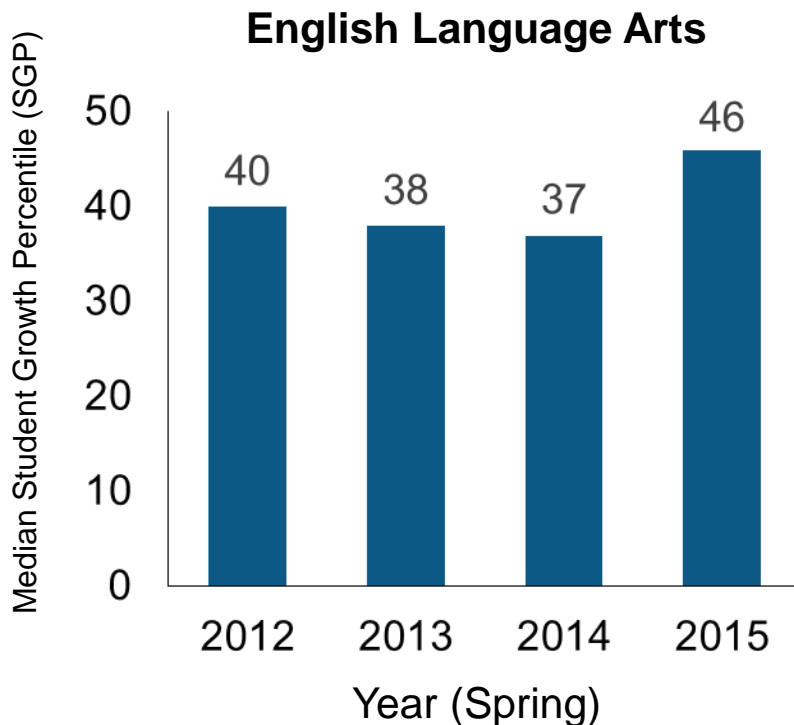
COMPARING RESULTS (MATH)

- Newark students have a higher PARCC proficiency rate than 80% of District Factor Group (DFG) A districts in Math



STUDENT GROWTH

- The Median SGP score for NPS is up 8 percentile points in English and 9 in Math over the previous year.



WHAT IS DRIVING THESE RESULTS?

3 CORE AREAS OF WORK

- 1. Talent Management**
- 2. Academic Investments**
- 3. Access to Great Schools**

PREVIOUS CHALLENGES

■ Talent Management

- Not all educators were evaluated each year, no knowledge of who our best educators were
- Educators received very little formal feedback, recognition or support

■ Academic Investments

- Fewer than 60% of High School Students Graduating in NPS Schools
- Newark students weren't learning at competitive levels with even those students in districts with similar demographics
- Central office was not well positioned to effectively support schools
- Classroom practices were inconsistent – with no clear vision for good instruction

■ Access to Great Schools

- Very little information about which schools were serving students best
- There were some high quality schools in Newark – but access to them depended on geography, prior student success, or individual lottery

TALENT MANAGEMENT

Progress:

- **Educators view our new evaluation and feedback system as accurate, and providing useful information for their practice**
 - Nearly all NPS teachers are receiving annual observations compared with 77% a few years ago.
 - Approximately 75% of teachers, and 95% of administrators agreed new system was accurate, valid, fair, and useful in recent AIR study
- **We are retaining our most effective educators**
 - 95% of our highly effective and effective educators have remained in our classrooms
- **We are retaining far fewer of our least effective teachers**
 - Only 63% of ineffective teachers returned last year, 74% of PE.
 - Since 2012, we have filed 200 tenure charges: 150 of those individuals are no longer in the district. (Most in NJ during that period)
- **We are filling vacancies sooner in the school year**
 - 98% of Vacancies were filled by the first day of school this year – highest on record.

TALENT MANAGEMENT

Remaining Challenges:

- Expired Teacher Contract and Fiscal Restraints
- Attracting Top Talent to Newark Public Schools
- Last in, first out (LIFO)

ACADEMIC INVESTMENTS

Progress:

■ **Talented School Leaders and Educators**

- Improvements in educator effectiveness and support transfer into the classroom

■ **Rigorous Curricula and Instruction**

- Adopted Curricula to align with Common Core early
- Created engaging classroom resources and instructional strategies aligned to that curricula

■ **Data and Technology**

- Used data to understand student learning and differentiated supports through integration of new technology

■ **Strategic Plan Sets a Cohesive Vision**

- Vision will help us build on progress and spread improvements across schools

ACADEMIC INVESTMENTS

Remaining Challenges:

- **National Trends**
- **Social and Emotional Issues Associated with Poverty**
 - Have launched Community Schools Initiative

ACCESS TO GREAT SCHOOLS

Progress:

■ **Family Choice is Driving Outcomes**

- 75% of families in kindergarten are choosing a school that is not closest to their home
- Harvard Study: families are choosing wisely
- Equity: schools increasingly serve their fair share of highest need students

■ **Neighborhood Schools and Universal Enrollment: A False Dichotomy**

- Most schools and classes are serving all neighborhood children who wish to attend
- UE provides neutral rules to resolve situations where there is more demand for seats than supply – providing preference based on geographic proximity and siblings.

■ **Makes rules fair for all schools – Not just NPS schools**

ACCESS TO GREAT SCHOOLS

Remaining Challenges:

- Universal enrollment remains a source of misunderstanding and controversy
 - NPS school enrollment has declined by 50% in South and West Ward
 - Many schools were oversubscribed long before universal enrollment
- By definition, parents will be disappointed when they do not get their first choice.
- Despite improvements, there are continued executional challenges.

WHAT ARE POTENTIAL RISKS?

BUDGET

- We have met very large challenges over the last two fiscal years – consecutively closing approximately \$75M projected deficits
 - Increasing enrollments combined with flat state aid has meant decreased funding per pupil
- We face a highly uncertain budget future
 - If budget remains flat, we will continue to face deficits in the coming years
 - Political environment and large share of state funding for our schools makes projecting future budgets difficult

TRANSITION TO LOCAL CONTROL

- We must ensure that we are meeting our goals for a timely transition back to local control
- We must also ensure that we sustain improvements and remain focused on student outcomes through the transition of responsibility

UPDATE ON NPS FACILITIES

- Recent construction: New Elliot Street School and New Oliver Street School.
- Groundbreaking: New South Street School
- Requested over \$300M in emergent projects with the SDA
 - Spent nearly \$700k to date on water testing and lead abatement related projects
- 11 buildings were recently transferred to the Newark Housing Authority for eventual sale to benefit NPS.